

Table 1.

ID	Gender	Date Joined Faculty	Extension Year	First Prob. Year	Second Prob. Year	Third Prob. Year	Fourth Prob. Year	Fifth Prob. Year	Years in Rank	Accelerated Tenure Review?
ns22375	Male	1/16/2011	2015	2011-2012	2012-2013	2013-2014	2014-2015	2016-2017*,**	6.5	No
ad32385	Male	7/1/2011	2014	2011-2012	2012-2013	2013-2014	2015-2016*	2016-2017**	6	No
vj239	Male	9/1/2011	2015	2011-2012	2012-2013	2013-2014	2014-2015	2016-2017*,**	6	No
Dr. Nikolova	Female	1/1/2014	2015	2014-2015	2016-2017*	2017-2018	2018-2019**		5.5	Yes

* Previous year does not count for probationary period because of extension

** Year considered for tenure

DEFENDANT'S
EXHIBIT

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Table 2.

Population	Gender	Department Committee Recommends For Tenure			College Committee Recommends For Tenure			College Committee Recommends Against Tenure		
		Total	Denied Tenure	% Denied Tenure	Total	Denied Tenure	% Denied Tenure	Total	Granted Tenure	% Granted Tenure
Decisions prior to 2018-2019	Women	20	2	10.0%	17	1	5.9%	3	2	66.7%
	Men	63	7	11.1%	58	4	6.9%	6	2	33.3%
All Decisions, except Dr. Nikolova	Women	24	2	8.3%	21	1	4.8%	3	2	66.7%
	Men	73	7	9.6%	68	4	5.9%	6	2	33.3%
All Decisions	Women	25	3	12.0%	22	2	9.1%	3	2	66.7%
	Men	73	7	9.6%	68	4	5.9%	6	2	33.3%

Notes:

- 1) There are a total of 102 cases for which the Department and College recommendations were provided, 87 of these were prior to 2018-2019.
- 2) The Department Committees recommended denying tenure in four cases, all prior to 2018-2019 and all were denied tenure.
- 3) The College Committee recommended a "Tie" in three cases, all prior to 2018-2019 and all were denied tenure.

Table 3.

Gender	Decisions prior to 2018-2019			All Decisions, except Dr. Nikolova			All Decisions			All Decisions + Those Who Left Prior to Tenure Review		
	% Granted			% Granted			% Granted			% Granted		
	Total	Tenured	Tenure	Total	Tenured	Tenure	Total	Tenured	Tenure	Total	Tenured	Tenure
Women	21	18	85.7%	25	22	88.0%	26	22	84.6%	30	22	73.3%
Men	66	56	84.8%	76	66	86.8%	76	66	86.8%	90	66	73.3%

Table 4.

Date of Tenure Denial	9/1/2019	
Date of Tenure	9/1/2023	
Employer Contribution to Retirement	7.5%	
Expected Future Salaries as of:	9/1/2019	9/1/2023
Base Case: Tenured on 9/1/2019	\$129,500	\$149,314
Scenario 1: Tenured on 9/1/2023	\$114,639	\$146,665
Promotion increase	16.35%	
Within-Rank Growth	4.86%	
Catch-up growth	0.63%	

	Growth/ Expected				Retirement Contribution	Total Loss	Discount Factor	Present Value
Year Starting	Growth	Base Case	Scenario 1	Loss				
9/1/2019		\$129,500	\$114,639	(\$14,861)	(\$1,115)	(\$15,976)	100.00%	(\$15,976)
9/1/2020	0.00%	\$129,500	\$114,639	(\$14,861)	(\$1,115)	(\$15,976)	100.00%	(\$15,976)
9/1/2021	4.86%	\$135,794	\$120,210	(\$15,583)	(\$1,169)	(\$16,752)	99.98%	(\$16,748)
9/1/2022	4.86%	\$142,393	\$126,053	(\$16,341)	(\$1,226)	(\$17,566)	99.76%	(\$17,524)
9/1/2023	4.86%	\$149,314	\$146,665	(\$2,649)	(\$199)	(\$2,847)	99.06%	(\$2,820)
9/1/2024	4.86%	\$156,570	\$154,713	(\$1,857)	(\$139)	(\$1,996)	97.75%	(\$1,951)
9/1/2025	4.86%	\$164,180	\$163,203	(\$977)	(\$73)	(\$1,050)	95.83%	(\$1,006)
9/1/2026	4.86%	\$172,159	\$172,159	\$0	\$0	\$0	93.55%	\$0
						Total Lost Compensation		(\$72,001)